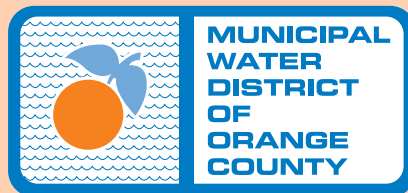


*Municipal Water District
Of Orange County
Is Seeking A
General Manager*



UNIQUE OPPORTUNITY

With the retirement of the current General Manager, this is a unique opportunity to assume leadership for one of the most important water agencies in California.

ABOUT THE DISTRICT

Historically, Orange County depended on groundwater to supply much of its water needs. By the early 1900's, however, it was apparent to county leaders that additional water supplies would be necessary to meet the increasing demands of the emerging communities. In 1928, the cities of Anaheim, Fullerton and Santa Ana helped form the Metropolitan Water District of Southern California. Metropolitan's primary mission at the time was to build an aqueduct to the Colorado River to provide the supplemental water needed by its member agencies.

In November 1941, the communities in a coastal strip from Costa Mesa to San Clemente formed Coastal Municipal Water District. Coastal annexed to Metropolitan the following year. Ten years later, the remainder of Orange County annexed to Metropolitan through the formation of the Municipal Water District of Orange County (MWDOC). Coastal Municipal Water District and Municipal Water District of Orange County consolidated in January 2001 to form a single district. Following the 2001 consolidation, seven publicly elected directors, each of whom represents a specific geographic region of the county, govern the District.

Today MWDOC is the wholesale planning and water management agency charged with providing imported water to 28 water districts and cities and two private water companies throughout its 600-square-mile service area.

From its inception, MWDOC's goal has been to operate a reliable, dependable water supply system to provide adequate water which meets the needs of its retain agencies under all hydrologic conditions. This goal remains the District's top priority. MWDOC represents its members at regional, state and federal levels by advocating for the development and protection of water supplies and by planning and coordinating water requirements for its service area. As Orange County – and all of Southern California – has grown, achieving that goal has become more complex. MWDOC's primary focus remains on Metropolitan, which today supplies and purifies water imported from the Colorado River and State Water Project to more than 17 million residents and businesses in the coastal plain of Southern California.

MWDOC is Metropolitan's second largest member agency (when measured in terms of land area, water purchases or voting strength) and is responsible for appointing four of Metropolitan's 37-member governing board of directors. They oversee an agency with an annual budget of more than \$1 billion, toward which MWDOC contributes some \$130 million per year in water purchases. In addition, Metropolitan now offers a variety of water management and financial incentive programs. This makes MWDOC's role to provide staff support for its delegation, and protect and promote the interests of its own member agencies, increasingly complex.

DISTRICT ORGANIZATION

The Municipal Water District of Orange County is a public agency – considered a special District, ultimately responsible to the voters. The District is governed by a seven member, publicly elected Board of Directors. The Board serves as the policy making body and appoints the General Manager. The District organization has a staff of 27 and a fiscal year 2003-2004 general fund budget of \$4.6 million, plus a water purchase budget of \$121 million.

KEY ISSUES AND PRIORITIES

There is a general consensus by both the Board and senior staff that the following issues need to be addressed by the Board and the new General Manager.

Board/Manager Relationship

The new General Manager will be expected to quickly develop a strong relationship with the Board that is based on a partnership philosophy, mutual respect, trust, open communication and equal treatment to all members. The General Manager will also bring creative ideas to the Board, and when necessary, squarely confront difficult issues with creativity and optimism.

Vision and Strategic Plan

The issues confronting water agencies in California are extremely complex, diverse, and controversial. There is a need for the Board, with the General Manager's advice and assistance, to re-evaluate the mission and role of the District. This ultimately should result in a revised strategic plan and budget that directly reflects the Board's vision for the District's future. Current issues under review include the District's role in water use efficiency and education.

Intergovernmental Relations

The District is part of an extremely complex governance structure that includes the State, Federal government, the Metropolitan Water District of Southern California, and a wide range of other stakeholders. Therefore, the General Manager needs to forge with the Board an effective intergovernmental relations strategy and program that recognizes the District's role as a regional and statewide leader.

Customer Relations

The General Manager will be expected to assist the Board as well as participate in the active engagement of the District's wholesale customers. At the same time, the General Manager will be expected to articulate the Board's vision and goals, while proactively engaging the District's diverse mix of customers.

Organization Leadership

The District assumes a key role in assuring that Orange County has a reliable and safe water supply. The organization requires an assertive, engaging, and progressive style of leadership that emphasizes results, accountability, innovation, and improved communication both inside the District organization and with the public.

THE IDEAL CANDIDATE

The new General Manager will assume responsibility for an organization with a tradition of quality public service and a track record of accomplishment. These traditions in addition to the issues and priorities that have been identified call for an experienced and talented executive. Specific qualifications are as follows:

Experience And Education

The ideal candidate will be an experienced chief executive, high level assistant, or other senior advisor with experience in dealing with California water issues. Typical candidates include water utility general managers and assistants, other senior executives with a particular passion and understanding of water issues, and prominent outside advisors to water agencies. Successful candidates will have a history of success as a leader and advisor who demonstrate a high level of competency, innovation and capability, coupled with an uncompromising record of integrity.

In addition to the above, a bachelor's degree in a relevant field is required; a master's degree in public or business administration is highly desirable.

Leadership Characteristics

- Visionary and inspiring leader with a commitment to serving a diverse, complex, urban region.
- A professional who is interested in a strong cooperative working relationship with the Board and who is willing to take risks.
- A people-oriented leader who willingly engages staff and key stakeholders.
- Displays an evident passion for good government and quality public services.
- An experienced professional who is extremely action and results-oriented.
- Has the ability to establish credibility and trust skillfully and quickly among stakeholders and deal effectively with controversy.
- Exhibits sensitivity to customer concerns.
- Demonstrates the ability and desire to work with diverse groups of stakeholders.
- Reflects a history of attracting, hiring, and developing talented staff.
- Has the ability to make tough decisions in a timely manner.
- Exercises a fair and equitable approach in dealing with Board, staff, and citizens.
- Someone who will develop a strong identification with the District and its unique characteristics.

Personal Attributes

In addition to the experience, education, and leadership skills described above, the personal characteristics of the ideal candidate consist of the following:

- An effective communicator, listener, negotiator, and consensus builder. Is personable, outgoing, and naturally engaging.
- A confident and courageous professional who displays sound judgment, strong character and uncompromising integrity.
- Displays a sincere interest in helping leaders/decision makers in facilitating constructive community engagement. Takes action once decisions are made.
- Is energized by challenges, opportunities, and accomplishments.
- A gifted team builder who is committed to developing staff to their greatest potential.
- Resilient and calm under pressure. Displays a good sense of humor.
- Politically astute, while remaining apolitical.

COMPENSATION AND BENEFITS

The salary for this position is highly competitive and negotiable. In addition, the District provides an excellent executive benefit package, including CalPERS retirement program.

APPLICATION AND SELECTION PROCESS

The final filing date is **Friday, January 23, 2004**. Submit resume, cover letter with current salary, and three work-related references to:



SHANNON EXECUTIVE SEARCH
John Shannon or Teri Black-Brann
241 Lathrop Way
Sacramento, CA 95815
916 263-1401
Fax: 916 561-7205
Email: resumes@cps.ca.gov
www.cps.ca.gov/shannon

Following the filing deadline, candidates with the most relevant qualifications will be granted interviews by the consultants. Those individuals determined to be best suited for the position will be interviewed by the District shortly thereafter, upon the completion of reference and background checks.